

RESOLUTION NUMBER 688

A RESOLUTION ESTABLISHING WAGE RATES FOR CITY OF ROSE HILL EMPLOYEES FOR 2025.

WHEREAS, City of Rose Hill (CITY) values the employees providing services to the residents, customers and taxpayers of the community and surrounding area; and

WHEREAS, CITY recognizes that during record unemployment rates, there exists a very tight labor market and desires to retain employees and be competitive with the labor market; and

WHEREAS, CITY created and adopted an operating budget for 2025 that was able to enhance salaries for existing employees and offer an increase to future employees; and

BE IT RESOLVED THAT, effective for the first payroll for 2025, all CITY full-time employees working as of December 1, 2024, will receive a 2.4% wage increase plus a \$0.60 per hour increase after implementation of the general wage increase. In 2025, CITY will also provide a \$35 stipend per pay period to any employee who does not enroll in CITY sponsored health insurance plan. The stipend for not enrolling in CITY sponsored health care plan will cease upon the enrollment into CITY sponsored health care plan and is also not guaranteed to be funded past 2025. Employees not enrolling in CITY sponsored health care plan may enroll in CITY sponsored dental plan and still receive the stipend for non-health plan enrollment. All full-time employees working in the departments of Public Works or Utilities on-call after hours and weekends for call-back for essential services shall receive fifteen dollars (\$15.00), before withholdings, per day for the calendar day they are on-call.

The starting wage for non-certified Police Officers shall be \$20.09 per hour. Starting wage for Certified Officers shall be based upon experience. The starting wage for Utility and Public Works employees shall be \$18.00 per hour, unless the employee has minimal experience and the City Administrator may establish a training wage less than the starting wage, or the employee has extensive experience and may have a greater starting wage. Consideration is given for relevant industry certifications or certifications recognized by Kansas Department of Health and Environment (KDHE), and the starting wage shall be increased the standard amounts offered CITY for each certification.

NOW, THEREFORE BE IT RESOLVED the City Council of Rose Hill, Kansas, has considered, discussed and adopts this Resolution acknowledging and rewarding the efforts of essential workers with the CITY and shall be effective upon adoption and shall be filed with the City Clerk.

Passed and adopted this 18th day of November 2024.



ATTEST:

Kelly Mendoza, City Clerk

Gary Weaver, Mayor